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**AGREEMENT BETWEEN**  
**BOROUGH OF SEASIDE HEIGHTS**  
**AND**  
**SEASIDE HEIGHTS COMMUNICATIONS SUPERVISORS**  
**JANUARY 1, 1994 THROUGH DECEMBER 31, 1996**

THIS AGREEMENT made this *28th* day of *September*, 1994  
by and between BOROUGH OF SEASIDE HEIGHTS, a Municipal Corporation  
of the State of New Jersey, in the County of Ocean, State of New  
Jersey, hereinafter referred to as "Borough" and Seaside Heights  
Communications Supervisor, hereinafter referred to as the  
"Supervisor".

W I T N E S S E T H:

WHEREAS, it is the intent and purpose of the parties hereto to  
promote and improve the harmonious and economic relations between  
the Borough and its employees and to establish a basic  
understanding relative to rate of pay, hours of work and other  
terms and conditions of employment consistent with the law;

NOW, THEREFORE, in consideration of these promises and mutual  
covenants herein contained, the parties hereto agree with each  
other, as follows:

## **ARTICLE I**

### **RECOGNITION**

The Borough recognizes the Communications Supervisor for the purposes of collective bargaining and all other activities relative thereto pursuant to the Public Employer - Employee Relations Act of the State of New Jersey and other applicable law.

## **ARTICLE II**

### **DURATION OF AGREEMENT**

This agreement shall be in full force and effect from the first (1st) of January, 1994 through and including the thirty-first (31st) of December, 1996.

## **ARTICLE III**

### **NEGOTIATION OF A SUCCESSOR AGREEMENT**

The parties to this contract, namely the Borough and the Supervisor, agree to renegotiate and bargain collectively concerning all of the articles of this agreement, prior to the termination date of this contract and in accord with the applicable Public Employer-Employee Relations Commission rules concerning negotiation by a public employer and public employees.

## **ARTICLE IV**

### **MANAGEMENT RIGHTS**

A. The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority and duties and responsibilities conferred upon it and vested in it by the laws and the Constitution of the State of New Jersey and the United States except as may be specifically modified by this Agreement.

The Borough further retains the following basic rights:

1. The exclusive authority to maintain the operational effectiveness of its executive administrative control functions over its properties, facilities and activities of its employees.

2. The right to hire all employees and subject them to the provisions of the law, to determine their qualifications and conditions for continued employment or assignment and to promote, dismiss, discipline and evaluate employees.

B. The exercise of the foregoing powers, rights, authorities, duties and responsibilities of the borough and the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited to the extent that such management rights are in conformance with the Constitution and Laws of the State of New Jersey and the United States.

## **ARTICLE V**

### **GRIEVANCE PROCEDURE**

A. Grievance is hereby jointly defined as any alleged violation of the Agreement or any dispute with respect to its meaning or application.

B. In order to provide for an orderly method for handling and disposing of disputes and grievances by the parties, any grievance arising between an employee and the Borough, as to the meaning, application or operation of any provision of this Agreement, except for limitations imposed on the authority of the Borough by statute, and shall be adjusted as follows:

**STEP I** The grievant and his or her representative shall present a written statement of the alleged grievance to his or her immediate supervisor. The grievant must file a written grievance within fifteen (15) days of the occurrence of said grievance.

The immediate supervisor will review the grievance, investigate the facts and submit a written answer to the grievant within fifteen (15) days of the submission date of the written grievance.

**STEP II** If the grievant is dissatisfied with the answers submitted by his or her immediate supervisor, said grievant and his or her representative may appeal the immediate supervisor's written answer within fifteen (15) days after receipt of said answer at the first step to his or her Department Head or designee.

The Department Head or designee shall then review the grievance appeal, investigate the facts and submit a written answer to the grievant within fifteen (15) days of the submission of said grievance to Step II.

**STEP III** If the grievant is dissatisfied with the answer submitted by the Department Head or designee at Step II, said grievant or his or her representative may appeal the answer received within fifteen (15) days after receipt of said written answer at the second step of the process to the Borough Council. The employee will request in writing that the Department Head or designee schedule a hearing before the Mayor and Council on the matter. The hearing shall be scheduled within fourteen (14) days after receipt of the grievance appeal from the Department Head or designee's decision at Step II of the process. The Mayor and Council will then hold a hearing with the employee and his or her representative and the Mayor and Council will submit a written answer to the grievant within fifteen (15) days after adjournment of said hearing. The decision of the Mayor and Council shall be final and binding on all matters except contract violations.

**STEP IV** If the grievant is still dissatisfied with the answer received from the Mayor and Council and the grievance is a matter of a contract violation, the grievant shall petition the Association in writing to submit his/her grievance to advisory arbitration. If the Association determines the grievance to be meritorious, it may submit the grievance to arbitration in accordance with the following procedure:

1. Within twenty (20) days of any decision by the Mayor and Council, the Association may request advisory arbitration with the American Arbitration Association and request a selection list of arbitrators. The parties shall submit their respective selections in accordance with the rules and timetable of the American Arbitration Association. The hearing shall be conducted and an Arbitrator's Award issued in accordance with the rules of the American Arbitration Association except as hereinafter modified;
2. The Arbitrator will first rule on the arbitrament of the grievance if so requested by either party;
3. The Arbitrator shall have no power to add to or alter language in effect in this Agreement;
4. The Arbitrator shall not have the power to make an award which is not within the power of the Mayor and Council to implement:

5. The Arbitrator's decision shall be advisory on all matters regarding violations of the Agreement unless the decision should require legislative action and in the event such decision shall be effective only if such legislation is enacted;
6. The parties will share the cost of arbitration itself, that is, the arbitrator's fees and expenses, if any, as well as the cost of the hearing room, if any. All other expenses in connection with the arbitration case will be borne by the respective parties incurring same.
7. Any grievance not processed to the next Step in the grievance procedure, within the time limits provided for such processing, shall be deemed to have been waived and abandoned by the employee and the Association.
8. Nothing contained herein shall be deemed to limit or impair the rights of the employee and Association to seek a remedy provided for by the New Jersey Department of Personnel, the Courts or any other of this State, provided that the employee and the Association must elect only one of these options.

C. ADVANCED STEP FILING AND GROUP GRIEVANCES

1. If the action, order or interpretation which gives rise to a grievance emanates from a level of authority higher than Step I of the grievance procedure so that the grievant's immediate supervisor is without authority to resolve the grievance, the grievant may initiate his/her grievance at the first appropriate Step of the grievance procedure at which the grievance can be resolved. All other provisions of subsection (A) of the grievance procedure shall apply to such grievance.
2. If, in the judgment of the Executive Committee, a grievance affects a group or class of Communication Operators, the Association may submit a single written grievance on behalf of all affected Communication Operators to the first appropriate Step of the grievance procedure at which the subsection (A) of the grievance procedure shall apply to such grievances.

## ARTICLE VI

### SALARIES AND LONGEVITY

#### A. SALARIES

1. The annual basic salary for Communications Supervisors for the periods designated shall be as follows effecting on the dates as indicated:

1/1/94	1/1/95	1/1/96
\$30,000.00	\$31,200.00	\$32,448.00

#### B. LONGEVITY

1. Each employee shall be paid, in addition to their current base salary, a longevity increment based upon their years of continuous full-time employment in accordance with the following schedule. Effective January 1, 1994, longevity in addition to base salary shall constitute base pay.

Number of Years Completed	Percentage of Salary
After 3 years of service	2%
After 5 years of service	3%
After 8 years of service	4%
After 12 years of service	5%
After 16 years of service	6%
After 20 years of service	7%

2. All Communications Supervisors whose appointment date is between January 1 and June 30 of any year shall be considered for the purpose of longevity having commenced his/her employment on January 1st of that year. All Communications Supervisors whose appointment date is between July 1 and December 31 of any year shall be considered for the purpose of longevity having commenced his/her employment on July 1st of that particular year.

#### C. IMPACT PAY

In lieu of the increased work load for the months of May to September, a salaried amount shall be paid to each Permanent Communications Operator Supervisor in accordance with the following schedule, effective January 1, 1994.

Number of Years Completed	Percentage of Base Salary
After 2 years of service	1%
After 5 years of service	1%
After 8 years of service	1%
After 12 years of service	2%
After 16 years of service	2%
After 20 years of service	2%

#### D. 9-1-1 CERTIFICATION

1. All communications Supervisors shall be reimbursed for the costs of successfully completing the Basic Telecommunicator, Emergency Medical Dispatch and Cardio-Pulmonary Resuscitation courses. Employee must successfully complete all three courses prior to receiving said payment. The Borough shall make said payment upon submission of a voucher or purchase order. In consideration of said payment, the employee agrees to maintain employment with the Borough of Seaside Heights for a minimum of six months after completing said courses. In the event that any Communications Supervisor is separated from employment with the Borough of Seaside Heights either voluntarily or involuntarily prior to the expiration of said six month period, then and in that event the employee shall forfeit payment and such amount, if already paid to the employee, shall be deducted from the employee's final pay check.

2. All Certified 9-1-1 Communications Supervisors shall be re-certified each year. The Borough agrees to pay the cost thereof in an amount not to exceed \$100.00.

### ARTICLE VII

#### WORK DAY - WORK WEEK

##### A. WORK DAY

The work day for Communications Supervisor shall be eight hours a day, consisting of one of the following shifts:

1. 23:00-07:00
- 07:00-15:00
- 11:00-19:00
- 10:00-18:00
- 15:00-23:00
- 19:00-03:00
- 18:00-02:00
- 20:00-04:00



**B. WORK WEEK**

The work week for full-time Communications Supervisors shall not exceed forty (40) hours per week. The normal work week shall consist of any days thereof as assigned by the Chief of Police.

**C. WORK YEAR**

The work year for Communications Supervisors shall be from January 1st to December 31st of the current year.

**ARTICLE VIII**

**VACATIONS**

1. Each Communications Supervisor shall be entitled to vacation with pay at his/her regular rate of pay as follows:

- A. Up to one (1) year of service, one (1) working day's vacation for each month of service.
- B. After one (1) year of service and up to ten (10) years of service, twelve (12) working days vacation.
- C. After ten (10) years of and through fourteen (14) years of service, fifteen (15) working days vacation.
- D. Starting with the 15th year of service, seventeen (17) working days vacation.
- E. Starting with the 20th year of service and over, twenty (20) working days vacation.

2. Any employee leaving the service of the Borough shall be paid for accumulated vacation days. Said unused vacation time shall be on a prorated basis for one (1) day for each month of service. Unearned vacation time will be deducted from the employee's last pay, if said separation of service occurs. Effective January 1, 1993, no employee shall be permitted to accumulate more than two (2) years of vacation. However, any employee with more than two (2) years accumulation shall be allowed to keep those accumulated days as were in existence as of December 31, 1992. The payment of these days, whenever applicable, shall be based on the employee's daily rate for 1992.

3. Vacations shall be taken at any time with seniority as

to keep those accumulated days as were in existence as of December 31, 1992. The payment of these days, whenever applicable, shall be based on the employee's daily rate for 1992.

3. Vacations shall be taken at any time with seniority as the preference upon the approval of the appropriate Supervisor, Department Head, Borough Administrator or the Mayor and Council.

4. All employees in this unit, for the purpose of vacation time, shall have their starting date shown as the date their full-time permanent employment began.

## ARTICLE IX

### HOLIDAYS

1. The following days are recognized as holidays. Communications Supervisors working thereon shall be paid at their regular rate of pay for a regular working day.

New Year's Day	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Fourth of July	Christmas Eve Afternoon 1/2 day
Labor Day	Christmas Day
	New Years Eve Afternoon 1/2 day

2. If any of the above holidays is in conflict with the religious belief of any employee, such employee may substitute a religious holiday for said holiday, provided adequate notice is given to the Borough Clerk or Borough Administrator.

3. In the event any member of the employer is required to work on any of the aforesaid holidays, or in the event any such holiday shall fall on a non-duty day, then subject to departmental administrative requirements:

A. The employee may elect to receive compensatory time off in lieu of said holiday; or

B. The employee, in lieu of such compensatory time off, may elect to waive such compensatory time off, to work in lieu thereof, and to be paid at his regular rate of pay for such work, which payment will be in addition to his holiday pay and be received by him during his next pay period, or be paid to him during the first pay period in December, at the employee's discretion.



## **ARTICLE X**

### **TEMPORARY LEAVES OF ABSENCE**

AS of the beginning of this contract, employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each year:

#### **1. PERSONAL**

Three (3) days leave of absence for personal, religious, legal business, household or family matters which require absence during work hours. An application to the employee's supervisor for personal leave shall be made at least two (2) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave other than that he/she is taking it under this section.

#### **2. COMMUNITY SERVICE LEAVE**

Any employee who is a member of a community service organization or who is requested by any such organization to attend or participate in meetings or programs of the organization conducted during work hours shall be granted time off with pay for such purpose upon request.

#### **3. BEREAVEMENT**

An employee may receive up to four (4) days at any one time in the event of death or serious illness of any employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, step-child, step-sister, step-brother, step-parent and adopted child.

#### **4. GOOD CAUSE**

Other leaves of absence with pay may be granted by the Borough for good reason.

## **ARTICLE XI**

### **SICK LEAVE**

Section 1. Sick leave is hereby defined to mean an absence from post or duty by an employee due to illness, accident, exposure to contagious disease or attendance upon a member of the employee's immediate family being seriously ill or injured and requiring the care and attendance of such employee.

Section 2. All employees covered by this Agreement shall be granted fifteen (15) working days sick leave with pay each calendar year for non-duty connected injuries and illnesses.

Section 3. Sick leave not taken shall accumulate from year to year, and each employee covered under this Agreement shall be entitled to such accumulated sick leave with pay if and when needed.

Section 4. The Borough will grant, in accordance with the provision of N.J.S.A. 40A-1 et seq., sick leave with pay for duty connected injuries and illnesses to all employees covered under this agreement.

Section 5. A certificate of a reputable physician in attendance may be required as proof of illness of an employee or of the need for his/her attendance upon a member of his/her immediate family for leaves under the following conditions:

- A. Leave taken the day immediately prior to or immediately after authorized leave;
- B. Three (3) consecutive days of absence for reason of illness;
- C. Absence on sick leave for three (3) days or more in any one (1) month;
- D. Such certificates may be required by the Borough Clerk or Borough Administrator or the Mayor and Council. In addition, the Mayor and Council may require the employee to be examined by a physician of the Mayor and Council's choice at its own expense.

Section 6.

- A. Accumulation of sick leave shall be as provided under N.J.S.A. 11:24A-3.
- B. Compensation of accumulated sick time upon retirement or separation:

In the event that any member of the bargaining unit, as defined under Article I, leaves the Borough for either just cause separation, medical or retirement, he/she shall receive the following compensation:

Under ten (10) years service:	25% of accumulated leave as per Borough ordinance.
From ten (10) to fifteen (15) years of service	75% of accumulated sick leave as per Borough ordinance.
After fifteen (15) years of service:	100% of accumulated sick leave as per Borough ordinance.

The sick leave payment computation shall be based on the employee's total base pay in the year notice is transmitted to the Borough of separation.

Notwithstanding the above provisions, commencing January 1, 1994, compensation for accumulated sick leave shall not exceed fifteen thousand dollars (\$15,000.00) for any employee defined under Article 1; provided that any employee who has accumulated more than fifteen thousand dollars (\$15,000.00) of sick leave prior to January 1, 1994, shall be entitled to full payment for all unused sick leave upon separation from service.

#### Section 7.

- A. If any employee is injured on the job or claims to have been injured on the job, the Borough may, in its discretion, compensate said employee in full without loss of the employee's accumulated sick or vacation time.
- B. Workmens' compensation check will be delivered to injured employee when received by the employer along with the balance of said employee's salary.

Section 8. In the event the Public Works Department secures from the Borough a sick leave benefit for retirement, the same benefit and percentage shall be given to the Communications Supervisors.

### ARTICLE XII

#### CLOTHING AND CLEANING ALLOWANCE

Section 1. The parties agree that it is required of Communications Supervisors to wear a uniform and to present a proper image as representatives of the Police Department; therefore, the employer shall pay on behalf of employee, an amount not to exceed the sum of \$400.00 dollars for the purchase of

uniforms and accessories.

Section 2. The monies indicated in Section 1 under this Article shall be paid directly to the vendor, upon submission of a voucher or purchase order to the Chief Finance Officer of the employer, no sooner than March 1st of each year.

Section 3. The parties agree that it is necessary for the employee to appear well dressed in the public and to present a proper image as representatives of the employer; therefore, the employer shall pay to said employee, the amount of two hundred, fifty dollars (\$250.00) for cleaning and maintenance of uniforms.

Section 4. The monies indicated in Section 3 under this Article shall be paid, effective January 1, 1994, no later than the first week of May of the current year.

#### **ARTICLE XIII**

##### **ASSOCIATION RIGHTS**

###### **Section 1. GRIEVANCE COMMITTEE**

The employee shall have an Association Grievance Committee and said committee representative shall not conduct Association business during working hours.

###### **Section 2. DISCRIMINATION AND COERCION**

There shall be no discrimination, interference, or coercion by the Borough, or any of its agents, or the Association, or any of its agents, against employees covered by this Agreement because of membership or non-membership or activity or inactivity in the Association. The borough shall not intimidate or coerce employees into membership or non-membership. Neither the Borough nor the Association shall discriminate against any employee because of race, creed, color, sex, national origin or political affiliation.

#### **ARTICLE XIV**

##### **EMPLOYEE RIGHTS AND PRIVILEGES**

Section 1. Nothing contained herein shall be construed to deny or restrict to any employee such rights as are made mandatory by New Jersey Department of Personnel statutes (Title 11A) or other applicable state laws or regulations. The rights granted to employees hereinunder shall be deemed in addition to those mandated by law.

Section 2. Whenever any employee is required to appear before the Borough Clerk, Borough Administrator, Borough Council, or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his/her position, employment, or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

Section 3. No employee shall be disciplined, reprimanded, or reduced in rank or compensation without just cause. Any such action by the Borough, or any agent or representative thereof, shall not, if possible, be made public, shall bear a reasonable relationship to the offense charged and shall be subject to the grievance procedure set forth herein.

Section 4. Effective July 1, 1988, the Borough and the Association agree to implement New Jersey State Statute, Chapter 477, P.L. 1979 at the rate of 85% of the established dues. The Borough agrees to make such transfer of funds to the Treasurer of the Association to accomplish the intent of the law. The Association shall certify to the Borough, in writing, the current rate of its membership dues. The Association, before it shall change the rate of its membership dues, shall give the Borough written notice prior to the effective date of such change. The Association shall comply with all provisions of Chapter 477, P.L. 1979, in its operation and handling on non-members.

## **ARTICLE XV**

### **HEALTH BENEFITS**

The Borough shall continue to provide full family health coverage for Permanent Communications Supervisors presently in effect at the time of this agreement consistent with other employees. Full-time Provisional Communications Supervisors shall not be entitled to receive health coverage until the day after the employee's third full month of full-time service.

## **ARTICLE XVI**

### **MISCELLANEOUS PROVISIONS**

#### **A. NON-DISCRIMINATION:**

The Borough and the Supervisor agree that there shall be no discrimination, and that all practices, procedures and policies of the Borough shall clearly exemplify that there is no discrimination



in the hiring, training, promotion, transfer or discipline of employees or in the application or administration of this agreement on the basis of race, creed, color, religion, national origin, sex, domicile or marital status.

B. BOROUGH POLICY:

This agreement constitutes borough policy for the term of said Agreement, and the Borough shall carry out the commitments contained herein and give them full force and effect as Borough policy.

C. SAVINGS CLAUSE:

Except as this agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement as established by the rules, regulations, and/or policies of the Borough in force on said date, shall continue to be so applicable during the term of agreement. Unless otherwise provided in this agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise distract from any employees benefit prior to its effective date.

D. SEPARABILITY:

If any provision of the agreement or any application of the agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force in effect.

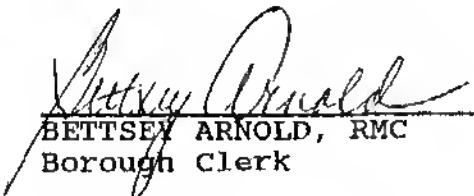
E. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND MASTER AGREEMENT:

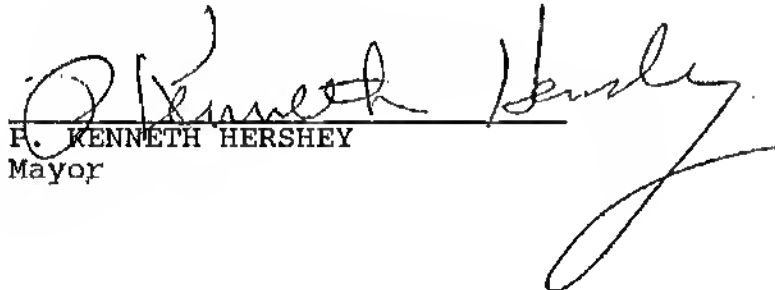
Any individual contract between the Borough and an individual employee covered by this bargaining unit, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this agreement, this agreement, during its duration, shall be controlling.

IN WITNESS WHEREOF, the parties have, by their duly authorized representative, set their hands and seal this                      day of                      , 1994.

ATTEST:

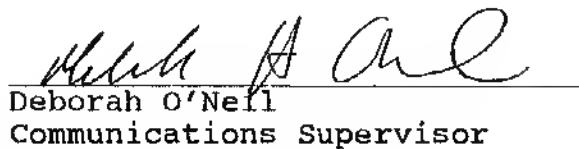
BOROUGH OF SEASIDE HEIGHTS

  
BETTSEY ARNOLD, RMC  
Borough Clerk

  
F. KENNETH HERSHEY  
Mayor

ATTEST:

\_\_\_\_\_  
Witness

  
Deborah O'Neil  
Communications Supervisor